

**ARKANSAS FORESTRY COMMISSION**  
**OTHER EMPLOYMENT POLICY**  
**§ 20**

1. AFC employees shall not engage in or solicit other employment, either public or self-employment during AFC work hours.
2. Employees shall not work outside normal AFC work hours that will adversely affect their availability and usefulness as an AFC employee.
3. Employees may not conduct work that is a conflict of interest with programs provided by the AFC. No employee of the AFC shall be involved in other forestry related employment or receive financial gain from programs the AFC administers or provides technical services to the program administrator (examples EQIP, CRP, WRP, or Forest Stewardship).
4. No AFC employee can receive financial gain from forestry related employment in their assigned work area, except when waived by the State Forester or designee.
5. An employee cannot use AFC property in outside employment, nor may any outside employment take place in AFC offices or on AFC property.
6. It is the responsibility of AFC supervisors to ensure that employees are aware of policies regarding other employment. This includes disciplinary measures that may apply if in violation of Policy § 20.
7. This revised AFC Other Employment Policy § 20 supersedes all earlier versions of the AFC § 20 policies and interpretive memoranda, which are hereby repealed.